

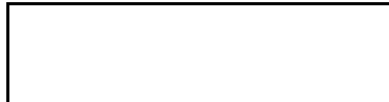
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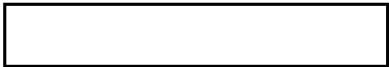
CIA RETIREMENT BOARD MEETING

2:05 p.m., 6 June 1968

PRESENT:



Mr. Roger G. Seely



Mr. John S. Warner



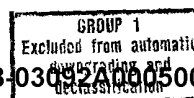
- Acting Chairman
- DDP Member
- DDP Member
- DDI Member
- DDS&T Member
- DDS Member
- Legal Adviser
- Technical Adviser
- Finance Adviser
- Recording Secretary
- Executive Secretary

1. The Acting Chairman informed the Board that on 5 June 1968 the Director delegated the authority to the Director of Personnel to approve requests for extensions of scheduled or mandatory retirement dates for periods not to exceed 60 days. Requests for extensions that fall within the 60 day period will still be presented to the Board for recommendation to the Director of Personnel.

2. The next item discussed by the Board was a proposal that a group of 30 additional employees be approved for inclusion under the exceptions to the current retirement policy. These employees were initially told that they would be expected to retire when they had completed 30 years of service, but with the revision of the retirement policy in 1967, their dates were cut back. The purpose of this proposal would be to allow these employees the same privilege as the other employees who had their dates changed and were the subject of an exception granted by the Director on 3 May 1968. The Board unanimously recommended that the proposal should be approved.

3. The Board reviewed 8 cases of employees who had been nominated for designation as participants in the System and 3 requests from participants for voluntary retirement. The Board took action as follows:

a. Recommended designation as participants of the following named employees who have completed 15 years of Agency service:



S E C R E T

b. Recommended designation as participants of the following named employees with at least 5 years of Agency service:

25X1

[REDACTED]

c. Recommended designation as a participant, with concurrent mandatory retirement, of the following named employee who has completed 15 years of Agency service:

25X1

[REDACTED]

d. Recommended approval of requests for voluntary retirement, on the dates shown below, received from the following named participants:

25X1

[REDACTED]

4. The Board next considered the case of [REDACTED] who had requested that his currently scheduled retirement date, 30 June 1968 be deferred until 30 September 1968. The basis for this request was [REDACTED] desire to be in a somewhat better position to meet new financial responsibilities which were brought about by recent unexpected changes in his personal situation. The Deputy Director for Plans recommended that the requested extension be approved in consideration of [REDACTED] valuable contributions to the Agency and his personal circumstances. The Board unanimously recommended that the requested extension be approved based on compassionate grounds.

25X1

25X1

25X1

25X1

5. The next case considered by the Board was a request from [REDACTED] [REDACTED] for approval of extension of her scheduled retirement, 31 July 1968, until 30 June 1971. [REDACTED] based her request on financial hardship in that she will have completed only 17 years of service, will not be entitled to Social Security benefits until 1970, and she is committed to help educate her sister's four children. The Chief, [REDACTED] recommended that the requested extension be approved based on her strong qualifications for her present assignment. The Deputy Director for Plans stated that he did not support the extension on the basis of operational necessity; however, he recommended that the request be processed by the CIA Retirement Board in consideration of her personal circumstances. After a thorough discussion of this case the Board unanimously agreed that it could not find real financial hardship and therefore recommended that the requested extension be disapproved.

25X1

25X1

25X1

6. The Board next discussed the case of [REDACTED] who had requested extension of her currently scheduled retirement date, 31 August 1968, until 31 August 1969. [REDACTED] based her request on financial hardship in that, at present, her only income will be her annuity. The Deputy Director for Plans has stated that there is no operational need for continuing

25X1

25X1

- 2 -

S E C R E T

25X1 her services beyond normal retirement age inasmuch as a qualified replacement will be available for her position. During the discussion of this case the point was raised if [] was actually blocking the career progression of another employee. [] stated that he would get the necessary additional data in this case. The Board then deferred further consideration of this case until the next Board meeting.

7. The next case was a request from the Director, National Photographic Interpretation Center for the extension of [] scheduled retirement from 31 July 1968 until 31 January 1969. The basis for this request is the desire of NPIC to retain [] expertise during this period 25X1 thereby enabling his replacement to gain sufficient experience to meet the basic requirements of the assignment. The Deputy Director for Intelligence has concurred in the requested extension. The Board unanimously recommended that the requested extension be approved based on operational necessity.

25X1 8. The Board next considered and recommended approval of a request from [] for extension of her scheduled retirement from 30 November 1968 to 27 December 1968. The basis for this request was 25X1 [] desire to have her lump-sum leave paid in 1969 thereby receiving a sizable reduction in her 1968 income tax.

25X1 9. The next case was a request from [] for the extension of her scheduled retirement date, 31 July 1968, until 22 November 1969. 25X1 [] requests that the extension be approved in order that she may complete fifteen years of service prior to retirement. The Director of Security, with the concurrence of the Deputy Director for Support, recommended that the requested extension be approved since [] is a qualified Key Punch Operator and her retirement would impose a hardship on the Office of Security since the recruitment of qualified Key Punch Operators has been and continues to be a problem. The Board, with one dissenting vote, recommended that the requested extension be approved based on the fact that she is in a hard to get category, not blocking the career progression of another employee, and her component desires to retain her services.

25X1 10. The Board next considered a request from [] for extension of scheduled retirement from 31 July 1968 until 31 December 1968. The Chief, Technical Services Division, the CSCS Board, and the Deputy Director for Plans have recommended that the requested extension be approved in the interests of continuity of excellent service and efficiency. They further pointed out the difficulty of finding office help for [] and stated 25X1 that this period of extension will provide additional time to find a suitable and willing replacement. The Board unanimously recommended that the requested extension be approved based on a need for services.

25X1 11. The Board next considered the case of [] who had requested that her currently scheduled retirement date, 31 July 1968 be deferred until 31 July 1969. [] based her request on financial 25X1 hardship in that until recently she had been supporting her father and she

S E C R E T

has an obligation to the Credit Union. The CS Career Service Board reviewed the request and concluded that it would be proper to continue her in service after retirement as a reemployed annuitant if her services were needed. This aspect was discussed with her, but she requested that her appeal for extension be acted upon first. The Deputy Director for Plans recommended that the request be processed in consideration of her personal circumstances and further stated that if she were extended she could be used productively in the Clandestine Services. The Board recommended, with one dissenting vote, that the requested extension be approved in view of her financial situation and the fact that she is in a hard to get category.

25X1

12. The Board deferred the cases of [redacted] until the next meeting.

25X1

13. The meeting adjourned at 3:25 p.m.

[redacted]

25X1

Executive Secretary

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. . . . The 90th meeting of the CIA RETIREMENT BOARD
convened at 2:05 p.m. on Thursday, 6 June 1968, in the D/Pers conference
room, with the following present:

[REDACTED]

25X1

Mr. Roger G. Seely, DDI Member ✓

[REDACTED]

25X1

Mr. John S. Warner, Legal Adviser ✓

[REDACTED]

25X1

[REDACTED] I feel I must give you some of these policy-type
items. 25X1

First of all, on 5 June the Director delegated the authority
to the Director of Personnel to approve requests for extensions of scheduled
or mandatory retirement dates for periods not to exceed 60 days. So, this
is a big step forward for us. Also, while it's not a matter of official record,
it does say on the bucksheet coming back from the Executive Director that this
authority should be used sparingly and with great care. We do not mean to
go around the Board with this at all -- the requests for the 30 or 60 day
extensions will still come through this Board and this Board will recommend to
the Director of Personnel that he approve them or disapprove them -- but we don't
have to provide all the documentation on up to the Director.

That was Item No. 1.

Item No. 2, which I think should be held sort of closely
at this point, until we know where we're going, is a letter from the Executive
Director -- which I will read to you.

. . . [REDACTED] then read the following 25X1
memorandum to the Board . . .

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29 May 1968

MEMORANDUM FOR: Director of Personnel

THROUGH : Chairman, CIA Retirement Board

SUBJECT : Conversions to CIA Retirement System

1. I am concerned about the repetition of eleventh-hour requests for conversion of prospective early retirees to the CIA Retirement System. While we obviously are straining to encourage qualified individuals to take full advantage of the CIA System, there inevitably will be occasions, hopefully rare, when requests for conversion cannot be approved. It would be sadly disruptive for a prospective retiree if his retirement plans were to be set back or shattered because he was unable to transfer to the CIARS on the eve of his planned retirement. I would ask that we permit at least six months lead time between the request for conversion and the projected retirement date, particularly in cases where there is even the slightest question concerning qualifying service.

2. Now that we are nearing completion of the fourth year since enactment of the CIA Retirement System, I should appreciate receiving by 1 July 1968 a report which includes the following information:

a. Number of employees who will have transferred to the CIARS as of 30 June 1969.

b. Number of employees per year who will have retired via CIARS as of 30 June 1969, including information about the age of the retirees.

c. Identification of the most important obstacles and employee reservations encountered in encouraging transfer to the CIARS.

d. An estimate of the number of employees per year expected to retire during the period Fiscal Years 1970-1974.

e. Identification of possible steps and inducements which may be initiated to ensure the fullest utilization of the CIARS by qualified employees.

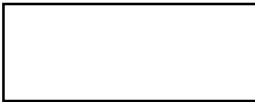
/S/ L. K. White
Executive Director-Comptroller

[] Now this is generally being read to mean maybe we 25X1
have been too tough in determining what constitutes qualifying service.

[] Can we get a copy of that memo? 25X1

[] I don't think just yet -- because right now this is a 25X1
study paper to the D/Pers, to which we are to respond. But I wanted you to
have the flavor of it.

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I don't get the flavor.


25X1

I don't feel I have the right to take the Executive

Director's memo and pass it around to everybody at this point. However,

Mike, I'll be glad to let you come back and read it again.

There is also a letter from the DD/P, and I won't go into reading that, but again it's pretty much along the same line, saying: Can we open up and be a little more liberal in our interpretation of what constitutes qualifying service. I think there is a feeling here that we may come to the end of this five year period and find that we are significantly short of hitting our 400 quota, and if there are people around who would like to retire early, maybe we should look with greater favor upon what constitutes qualifying service.

. . .  joined the meeting at
this point . . .

25X1



I have one more item which I would like to get a 25X1

recommendation on for the D/Pers. I'm afraid we will have to go forward on it. In getting our policy paper from the Director you will recall that he said, in talking about the people who got two different letters - one giving them a retirement age of 62 and then a subsequent one shortening it, we feel that these employees should be permitted to remain on duty until age 62 if they so request. This does not include those employees who at age 60 have at least 30 years of service, since this was a requirement under the earlier Agency policy. It's our own fault -- I guess we could have written this better. But we find that there are 30 people who received letters earlier on -- now this was when it was not 60/20 but 60/30 or 62 and more than five -- which said: You will get out at 62. These people who are in the 60/30 category are not approved for waivers at this point. I know this is sort of confusing, so let me read this. There is a group of 30 people who prior to the revision of the Agency retirement policy had been informed that their scheduled retirement would be

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during the month in which they completed 30 years of service on or after reaching age 60. This meant that some employees would retire somewhere between age 60 and 62. When the policy was changed requiring retirement at age 60 with 20 years of service, the scheduled retirement dates for these people were lowered. Now they're really in the same boat, generally, as the other people -- or at least we feel they are -- but they were not specifically included in this letter. Are you all with me? And really what we want to do is, with the recommendation of the Board, go forward with another letter, unfortunately, and ask that a similar provision be made for these people.

[redacted] So that they will be allowed to stay on until 62? 25X1
 [redacted] If they so request -- and it's not to age 62 --
 sometimes it's 60 and a quarter--

[redacted] When they hit 30 years. 25X1
 [redacted] It's not 62. They're all under 62.
 [redacted] That's right -- because if they're 62, obviously
 they're entitled to retire.

Do I have any kind of a recommendation on this? or any
 further discussion?

[redacted] 30 in the whole Agency? 25X1
 [redacted] I thought we had 37 in the DD/S.
 [redacted] This is not the 60 and 20. This is people who were
 under the 60 and 30 letter before. If you go back to before the law changed,
 it was 60/30.

MR. SEELY: And they inadvertently got letters that said 62--

[redacted] No. At the time we said, "You understand under 25X1
 Agency policy you have to retire at any time after age 60 that you have 30 years'
 service" -- and then subsequently when it was changed to 60 and 20 we lowered
 that and said, "Now you are out at 60."

[redacted] Then you would take it back-- Say it was 61/30 -- 25X1
 you're just going to put these people at the same dates they had before we wrote
 the letters--

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[] Yes, if they request it -- do the same thing we 25X1
did for the group 60/20. We just overlooked it.

[] I don't think there's any question -- we ought 25X1
to do it. It's all right, I guess, to change the retirement policy during the
course of a man's career, but having given the man a 5-year letter you almost
automatically recognize that you're going to keep him for five years, other things
being equal. And I don't think in that 5-year period if we change it again that
you ought to alter the circumstances in his retirement.

[] What I'm saying is we goofed in not remembering 25X1
that there was another group that should have gotten these letters. I know the
Director of Personnel would like to know this Board considered it and you see
no reason why we shouldn't go forward for this small group of people.

Now some of them are really almost on the ridiculous
side -- for instance, one is from June '69 to July '69 - only one month. But
there are some where it's rather significant. There's one who would be
going out in May 1970 but now could stay until December '71. Now many of
these people may have made up their minds and are going out as scheduled anyway,
but it's a question of sending them a letter similar to those that were sent to all
the other people.

[] I move we bring them within the purview of 25X1
that one paragraph making an exception--

[] Second. 25X1

. . . This motion was then passed . . .

[] I'd like to just tell you one more thing and then we 25X1
will go to the agenda for today. In the course of the agenda today you're going
to find there are quite a few secretaries who are asking for extensions. Now
I'm not trying to color your thinking, but I think you should have this background.
I would like to explain that we have a real shortage of clericals facing us for
FY '69. I think the strife torn DC environment, to the mothers and fathers

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back home, has caused an inordinate amount of cancellations. We've had 25X1
 girls cancel out in the last month -- girls we thought would be coming into the
 pool. 30 June we normally have girls in the pool -- but we doubt if we
 will have this time. So I'm only pointing out that we could be facing an
 all-out campaign in another month or two trying to get some additional secretaries,
 and it may be you will want to consider this factor as we consider some of these
 extension cases.

Our first item on the agenda, Item A -- the following
 employees appear to meet the basic criteria for designation as participants and
 have completed more than 15 years of Agency service:

1. 25X1
2.
3.
4.
5.

I move we offer them an election. 25X1
 Second.

. . . This motion was then passed . . .

Item B -- the following employees, with more than 25X1
 5 years of Agency service, appear to meet the basic criteria for designation as
 participants:

1. 25X1
2.

I move we designate. 25X1
 Second.

. . . This motion was then passed . . .

Item C -- the following employee, who is 63 years 25X1
 of age, appears to meet the basic criteria for designation as a participant and
 has completed more than 15 years of Agency service. If she is designated a
 participant, she will be required to retire, under the mandatory provisions of
 the System, at the end of the month in which her designation is effective:

25X1

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I assume you have all done a little homework, but maybe knowing that I was going to be Chairman today, I did a little more. The point I would like to make in considering this one is that we certainly don't want to be in the position of requesting an extension, so that if we act favorably on this case I think we should make it to be effective the 1st of July. In other words, if we put her in in June, then she should retire in June. I don't know if you're going to put her in or not, but if you put her in in June then under the mandatory provisions she must retire this month. Rather than having to get into an extension requirement, if we agree to taking her in-- As a matter of fact, the administrative action in getting it to her and getting her to sign it, will darn near take up to 1 July anyhow. That was my only point. Other than that, what apparently happened in this case was she was given an extension under the Civil Service System because she was serving overseas, and at the same time she was serving [] she acquired her five years of qualifying service, and so now at age 63 she is asking to be brought into the CIA System based on five years of qualifying service, and meeting, of course, the other criteria.

MR. SEELY: We have a parallel case here we took up a few meetings ago where her qualification for the System hasn't come up yet but it will during the period of the extension for one of my people in [] It's exactly like this case.

[] The Deputy Director for Plans has recommended that [] be designated a participant in the CIA Retirement System and her extension beyond the mandatory retirement age until 31 July 1968 [] be approved. My own feeling is that she has earned it, it is true, but it's that old question of do we bring in somebody at age 63--

MR. SEELY: We've done it before. [] We have done it before. And if we bring her in and defer action until July -- she will retire the month we bring her in --

[] In these cases where it is to meet the needs of the service, I don't see anything wrong in these cases.

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25X1 [] And if at her age she could serve three years in 25X1
[] I'm all for her.

[] : Do you want a motion to take her in and extend-- 25X1
[] I'd like a motion that we take her in but that the
administrative work be completed in July, because then we don't have to go
through an extension. Quite honestly, if we did nothing about it, it could well
take to 1 July before she gets the paper work.

Do I have a recommendation?

[] I so move. 25X1
MR. SEELY: Second.

. . . This motion was then passed . . .

[] Item D -- the following participants have applied 25X1
for voluntary retirement on the dates indicated below. Their requests have been
endorsed by the Head of their Career Service and are of record in the Technical
Branch. Each has performed more than 60 months of qualifying service:

[] 25X1

And I would like to add another case that has just been handed to me -- [] 25X1

[] age 59 -- Federal service - 25 years -- Agency service - 20 25X1
years. We're bringing her case in now because she would like to get out on
the 19th of July.

These all look like straightforward voluntary retirement
cases.

MR. SEELY: Something happened to [] apparently, in '62, 25X1
because his career seemed to take a sudden downward --

25X1

[] That may be why he wants out.
[] There must be a story behind that.
[] Nevertheless, he is qualified--
[] : He will be in August when he gets his 20 years.
[] Right.

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[] I move that we pass favorably upon all three cases -- and in the case of [] when he has completed his 20 years. 25X1

[] Second. 25X1

. . . This motion was then passed . . .

[] Now I would like to ring in one more -- and again, I'm doing this because the Director of Personnel's head is continually bloodied by the Executive Director because we give him these last minute extensions -- and despite all our protests that neither the Board nor the Director of Personnel has very much to do with this, he continues to be very unhappy about it. This is the request of [] for deferment of retirement. You all have a copy of the memorandum from the DDP, and [] memo. 25X1

[] This ought to be automatic, and the authority ought to be delegated to the Director of Personnel to grant it. 25X1

25X1 [] He did get the approval authority for 60 days. 25X1
Mr. Seely, I understand from [] that you may have a girl who would like to get an extension under this--

MR. SEELY: It only involves an extension from 28 June to I think 15 July -- so it could be approved by the D/Pers under the 60 day authority.

[] We have the 60 day authority. Col. White did say he hoped we would use this with great care -- but he has already indicated that he is favorably disposed to giving people a financial break, whether it be to meet the pay raise or for tax purposes, etc. So I think our way is pretty clear -- and I think we will all act with greater ease knowing that it doesn't have to go to Dick Helms. 25X1

MR. SEELY: Our case will come in in time for the next meeting -- but she hasn't yet been contacted to find out whether she wants to extend this two or three weeks.

[] I think we should all realize -- because we've already considered this -- we would hate to think a request for 60 days extension 25X1

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would be deferred by a component until they get within the 60 day period and then submit it with the knowledge that it doesn't have to go to the Director. There really should be a darn good reason why you couldn't do anything up until the last 60 days. And the D/Pers is not obligated to sign any of these, and if he feels there is some question about the legitimacy of it, he is still authorized, of course, to send it on up to the Director for approval.

Well, shall we discuss the case of [] 25X1

[] The thought that occurred to me in the case of [] 25X1

[] if he would be satisfied with 60 days it would be quite easy, but I 25X1
kind of wonder whether we should be going through the amount of work we're going to go through just to get that extra 30 days for him, since the case, as I read it, is simply that he wants, as he says, to be in a somewhat better financial position -- he doesn't say that he has to have the extension.

[] Have you read his letter? 25X1
es.
: While we're on the subject of his letter, I'd

like to say that I think the DD/P goes overboard to bring all the facts to bear on these kinds of things, and I would think that this Board could act without such complete information. I think the Board could reach a judgment on a case like this, and some of the others that I've seen that are in here, without all of the supporting documentation which is of a very personal nature.

[] : I don't agree with you. If there were an 25X1
allegation made in the paper by the individual that - "I have no other source of income except my annuity" - and we would be in a position to realize this person doesn't have a trust fund somewhere of \$250,000, or some such thing, then I could go along -- if the allegations are made we could accept those allegations on the theory that the Career Service has satisfied itself and allows this paper to come forward. But where you just have the person saying - "My annuity is going to be only \$300 a month, and my annuity isn't enough" - I don't think that that answers the question whether the person has other income

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on the side. When we were handling these cases under the old Board, people came forward and while they didn't bare their breast to other people, where the Board insisted upon it there were enough facts and figures so that you could come to grips with the case, so that you could handle all cases pretty much on the same pattern and on an equal basis, so there could be a comparison between cases. I find these CS cases here easy to look at -- I find them easier to look at and come to a conclusion on than some of the other cases where you don't know if the person has outside income or not.

[] I certainly agree with that, Mike, but it seems to 25X1
me it's an awful baring of very personal data before a very large Board.

[] Well, I can't agree, really, Alan. Usually when 25X1
it gets to the point of giving their full financial story they're looking for more than 60 days -- because 60 days isn't the answer to a major financial problem. When the fellow is looking for a one or two year extension under Civil Service, then you get the big story.

25X1 [] In the [] case, where he asked for three months, 25X1
it would certainly seem to me that this could have come up with a simple statement that for a very personal reason he wished a three-month extension, the granting of which is almost pro forma with this Board anyway. That is just my feeling about it.

MR. SEELY: I think it's an intrusion on a person's privacy to expect him to produce this type of information. We're all supposed to be honest, and if we make a statement I think it should be accepted as the truth, without all the supporting minutiae.

[]: I don't agree with that. 25X1
[] I don't agree, either. Bob Wattles has to live with the instruction that this authority should be used sparingly and with great care.

[] These all involve judgments, and they all tend to be 25X1
sort of relative, and I don't see how we can make judgments without some sort of supporting evidence.

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[] I've received the case of a man who has 25X1
attached a sealed envelope which says - "To be opened by the D/Pers and the
Chairman of the Board" - which I assume is financial data. Therefore I haven't
opened it.

[] We wouldn't normally do this, but this was an 25X1
emergency that happened all at once, and he's trying to tell the whole story to
justify his request--

[] We ought to get some feeling for what the extension 25X1
is for--

MR. WARNER: Three months of salary.

[] I don't think it comes through-- 25X1
He expects and undoubtedly will get a paying
teaching job in September.

[] He doesn't want to be unemployed for any period 25X1
of time.

[] That is right. This is until he gets this job -- 25X1
that's about it -- in view of the financial situation that has arisen in connection
with his daughter.

[]: In a way I feel it is regrettable we've gotten into 25X1
the position where we have to be so rigid, where we have to consider a case
like this.

[] He's talking about \$2500. 25X1
That's right -- it's not a small amount -- and
it's another three months worth of annuity.

I think particularly since this is Civil Service retirement
that we could afford to be more liberal. However, it will have to go to the
Director, and for that reason I would like a recommendation today -- which is
why we injected it in here today -- because I'm afraid by the time he gets it
he will have 10 days to make up his mind. On the other hand, if we feel he
really ought to withdraw this and make it for 60 days--

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[] I have the feeling the Director won't have much 25X1
trouble with this one. He knows this man too well.

[] Do I have a recommendation? 25X1
I move that we recommend approval.
Second.

. . . This motion was then passed . . .

[] Now, because of the time limit, as I said before, 25X1
I would like to move next to Item 2, skip 3 and 4, take 5, skip 6, and then 7,
8, and 9. The only reason is that the shorter range ones I would like to be sure
we get to today -- because a couple of these people have said they want to leave
early. So, case No. 2, [] 25X1

[] Can I ask a quick question on this one? She doesn't 25X1
have 20 years of service -- why is it that she was asked to retire before 70?

[] Mandatory retirement under the CIA System is 25X1
age 60 regardless of how many years of service.

[] Oh, I'm sorry -- I thought she was under Civil 25X1
Service.

[] Let me give you a little run down. The DDP is 25X1
neutral on this -- they're sort of saying - "Here are the facts, and you, the
Board, consider it" -- and they're saying there's no operational necessity. She
signed a 15 year option in June of '66. Apparently we should assume that she
realized when she signed this option two years ago that she knew it carried with
it an age 60 mandatory retirement.

This brings up an interesting point -- because one of the
thoughts that occurred to me was that if there was a desire on the part of the
Board to extend her, it would be on the basis of a transfer back to the Civil Service
System, in which case she is entitled to work until age 62, when she will have 19
years of service. This brings me to a point which I've just noticed here in the
last few minutes, that the law as it's written, and the Regulation as it's written,

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says after the 15 year option is signed it's not subject to review or approval by the Director, but it doesn't really say anything about the other side of the coin -- yet in implementing this thing -- this is in the letter going to each person when they are being given the election to remain a participant in the System -- it says: once your election has been made, you do not have the privilege of changing it at some later date. John, is that really legally binding?

MR. WARNER: At their option, no, but we have agreed here informally that where the person will be better off, we will transfer them--

[] But there is nothing in the law that even addresses 25X1
itself to that.

MR. WARNER: There is nothing in the law that prohibits transferring, either.

[] There is nothing in the law that indicates the person 25X1
can't at any time ask to go back to the Civil Service System. I'm wondering why we say - "You do not have the privilege of changing your mind."

MR. WARNER: That was the policy position taken by this Board -- that they wouldn't have the privilege of jumping back and forth.

[] But I will say this, that it strikes me that the 25X1
Director cannot - and neither can this Board - say to somebody - "We're putting you out of the CIA System" after signing the 15 year election, but a person can ask to go back and the Board could consider the case on its merits and decide either way. Therefore, I'm still not too clear that this strong a statement is accurate.

MR. WARNER: That is what this Board wanted, though.

[]: Not only what this Board wanted but it seems to 25X1
me that a couple of years ago that is the way we interpreted the law.

[] I know we did -- because this is a case in point. 25X1

Well, you all have the facts on it.

MR. WARNER: Harry, I'm just curious -- how is this a case in point?

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[] It could be a case in point. The Board could go 25X1
back to her and say - "We're not about to extend you under the CIA System for
two years, because that would be getting the best of both worlds." At the time
she elected to remain in this System if she had wanted to work until 62 she
should have stayed in the Civil Service System. In fact, she is now asking
for three years, really. My feeling is the Board isn't going to be too respon-
sive to that -- but it could offer her an option and say: If you really want to work
and get your 19 years in, we will let you work until 62 under present Agency policy--

[] But request a transfer back to the Civil Service 25X1
System.

MR. WARNER: I just wanted to hear you say it, Harry.

[] This is really the wrong ...(inaudible)... 25X1
we have here.

[] It's probably what she would like. 25X1

[] But I don't think it's one we should necessarily look 25X1
favorably on.

[] Right. I feel somewhat sympathetic because she 25X1
does only have 17 years of service, which leaves her with a \$3,000 annuity,
which is a pretty low annuity.

[] But you see, this case, to me, illustrates that 25X1
when the person puts down more than just the statement that "My annuity is too
low" - how you can come to grips with this. She's got about 70 thousand
dollars here, and if you put that in a bank and got just 4% you come out with
\$2800, it seems to me, a year. And she evidently has looked around for a job,
and it doesn't appear that she can't get one -- she says - "I can get a secretarial
job - or it's possible to get a secretarial job, but they kind of look askance at
me because I'm 60" -- but it doesn't say that she tried but couldn't get one.
It seems to me she could get a secretarial job for about \$4,000, and if you add
her annuity plus some interest on her 70,000, she ends up as well off--

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[] You want her to cash in her life insurance policy, 25X1
too.

25X1 []: She is doing that -- she is going to get 100 and
some dollars a month to help put her sister's children through school -- which
is no obligation of this Agency. I could find this not a hardship case --
but I could go one step further and say since she is supposed to retire in July
maybe we ought to give her a couple more months to get a job or something.
But I don't think this is a hardship case. This is the type of case, now,
where I think if she hadn't given her financial situation we would have looked at
this case and said - this poor soul will have only \$250 a month income, and we
ought to do something, because that is pretty low. But I don't see this as a
hardship case. And she is a GS-10, and they've got a replacement for her.

25X1 [] I agree, it's not a real hardship case.
[]: I move we recommend disapproval.
[]: I'll second the motion.
. . . This motion was then passed . . .

25X1 [] I'm in favor of the disapproval here [] 25X1
but now are you going the next step and say there's another way? or not. Or
are you going to let her figure that out herself?

[] You would be advising against the policy of 25X1
the Board to tell her to do that.

[] You don't have to do it in a Board action but tell 25X1
her through the chain of command that the one reason that the Board was not in
favor was simply that under the CIA Retirement System policy we couldn't very
well grant an extension, because there was no endorsement from her--

[] I think the Board's policy to date -- unless you 25X1
are trying to establish a new one, Karl -- the Board's policy to date has been
that when you're in, you're in, and you don't get out just to add two more years of
service. That has been our policy up to now. Now if you're trying to change it,

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then we had better--

[] There have been people that have done it but 25X1
they've done it at the time of their 15 year election--

[] Or when they retire where it's to their advantage-- 25X1
I would like to know all the facts -- because, you see,

there is an implication here, because she says: During my in-processing at Headquarters in May 1967 I was informed it was possible I would be requested to retire on my 60th birthday in July 1968. This implies in June '66 when she signed up to be in the CIA System she didn't know this. I don't know -- I really don't know if somehow because of her remoteness from Headquarters she was left in true doubt as to what she was doing when she signed this election. We have had one other case, I believe, where someone came in and it was the other way around - she didn't elect to come into the CIA System -- she was down in

25X1 [] I think -- and she came in and said - "Nobody explained this properly to me -- and may I have another chance?" Now that isn't built up into much of a case here, I admit, but I throw that out for what it's worth. She obviously has the choice -- although time is running out on her -- she really doesn't have much time to think about it now, to say - "How about transferring me over to the Civil Service System?" She has until 31 July.

Well, is there any feeling by anyone else on the Board that we should have an additional factor thrown in here relative to the possibility of transfer--

MR. SEELY: I don't think that's appropriate for this Board.
If somebody in her component wants to put this bee in her bonnet, that's a different matter, as I see it.

[] Karl, do you feel strongly enough-- 25X1
[] Oh no! I'm just kind of suggesting that somebody 25X1
in her component give her a little advice.

[] I can do that. 25X1
Okay. Then I assume this motion is carried,

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that this be disapproved.

MR. SEELY: To get back to this one just a minute. Under Civil Service would she then be guaranteed of service up to age 62?

[] Yes. She still wouldn't get the three years. 25X1
[] : July of '70.
[] Age 62 with 19 years. She is under 62 and with more than five years' service. Of course her goal is a nice round 20 years.

[] I think this whole conversation is inconsistent, 25X1
Harry, with what you were talking about at the beginning of the meeting. You were saying the Director wants to make qualifying service a little more liberal so we can get people in to let them get out. Now we're talking about getting them out so they can stay longer. I don't understand that.

[] : Well, these girls are different - the secretaries. 25X1
Anyway, I'm not forcing it. I think we have a decision here and can move on to the next case.

[] I agree with Alan. We made the policy and 25X1
we made the one exception -- we made two -- and she made the election at the 15th year, and the only time there was to be a deviation from that, where she could jump to the other System, was when it was decided that if she went into the Civil Service when she was ready to retire and she had the 20 and it was to her advantage, then that was an exception - the right to jump--

[] I think we carried it a little bit further. I think 25X1
what we are saying is that we are not tied down by the law or the Regulation to not allowing the person to opt out. We as a Board have said we are not going to allow it unless in our judgment we think there is a very good reason for it.

[] In the one case you were talking about there 25X1
was ample evidence she was misled. But there is nothing here to indicate she was misled.

[] But we're not sure. There's a little fuzziness here. 25X1

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[] If this were to be brought to her attention it 25X1
has to be based on something like that, not just because she would like to jump
back to the other System.

[] She hasn't asked for this. All she is asking for 25X1
is an extension, and we have acted on it and said we don't approve it. And that
is where it stands.

[] You're going to do her a disservice if you invite 25X1
her to make the other request and then turn that one down, too.

[] But her chain of command has to act on that under 25X1
a different set of groundrules.

[] But then you just delay what she knows about what 25X1
is going to happen in her case.

[] This is even weaker, in the sense that the DD/P 25X1
hasn't said there's an operational need here. I don't think it's incumbent on us
to look for a way out for her.

[] Maybe under Civil Service they would want to offer 25X1
her a job as a secretary at a GS-5.

[] Okay, the management in DD/P can address 25X1
themselves to that.

Now, the next one is No. 5, [] 25X1
Again, this is for 31 August, so we will have to move along on this one. My
little summary says that again the DD/P is neutral on this one. It seems to be
a straightforward compassionate case.

[] Straightforward except she's already 62. 25X1

[] I don't mean it's straightforward that we approve 25X1
her, but it seems to be based strictly on compassionate reasons. This is
Civil Service -- she will be 62 in August 1968 -- and she's asking for one year -
until August 1969. 25X1A9A

[] In light of what you have told us about the shortage
of people coming up in these categories, the DD/P would not be so neutral, Harry,

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I'm sure. This point when we acted on this case, was some time ago.

[] The fact is that as far as our planning goes we think 25X1
we have to hire about [] clericals in FY '69. We have about [] in the pool 25X1
right now, and we're getting cancellations at a heavy rate. So it seems to me
this is a legitimate consideration for this year. And if come June 16th when
they're supposed to leave Resurrection City and we try to evacuate them and
there's another riot, I think we will get another huge rash of cancellations. So
it certainly is a consideration here, I think.

[] Of course this lady isn't a typewriter pounder -- 25X1
she's a GS-9.

[] People in RID move up. ... (inaudible)... 25X1
I think they are about [] people short already as a result of this thing.

[] Would she be blocking somebody that [] 25X1
would like to promote--

[] Possibly, Bertha. I can't say off hand. Harry 25X1
said he can make very good use of her -- and he didn't mention specifically
that she was blocking anybody at this point.

[] What DD/P is really saying here, I gather, is 25X1
there might be a preference for having her retire and then hire her back on a
contract for less money.

[] I don't think it's that at all -- it's making room 25X1
for somebody else to move up. And I think that that could be done very nicely
in this case, and she wouldn't suffer too much if she took the contract that was
offered her, if she wants to stay on for one more year until they get the property
settlement taken care of. She is getting now \$10,291.00.

[] e couldn't be given more than 90%--
25X1 [] They offered her a contract that would give her
(\$9300.00). She wants to stay on for one year until they settle that property
matter. She wouldn't be very far off from her regular salary if she retires
and takes this contract, and at the same time it would be opening up a slot for

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somebody in RI to move up.

[] She would be out \$1,000, and she would be out 25X1
\$15.00 a month in annuity.

MR. SEELY: If she took the contract plus her retirement
wouldn't she be as well off as she is now? You say she would get \$9300 under
contract? 25X1

[]: Both together would equal \$9300.
They aren't going to be taking that retirement out
of her salary, so she might be about as well off-- 25X1

[] But for the longer haul she will be out another 2%
of annuity. 25X1

. . . [] asked to be excused at this
point, and left the meeting . . . 25X1

[] Have you reached the point of a recommendation?

MR. SEELY: I move that her request be denied but that she be
again urged to accept this offer of a contract and that it be pointed out to her
where she will stand financially.

[] don't think that is the Board's province. 25X1
I don't either. I think that is a management
proposition. I would second only the first part of this motion.

MR. SEELY: But the fact there is a contract influences my motion
to disapprove her request for an extension.

[] That is the only thing that influences me, too. 25X1
Her contract has not been approved yet.
Right -- and I don't think this Board has any
business recommending on that--

[] And the Executive Director-Comptroller is 25X1
getting tougher and tougher on the question of hiring retirees.

[] Would she be in a staff position? 25X1

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Yes.

25X1

I think it's an inconsistent action to hire her

back. Either you want her or you don't want her.

25X1



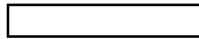
Well, that was my original reaction, but the one argument, possibly, for it is that by taking her back on contract you can put her on a lower grade job and move somebody up into this Grade 9. Now if she's going back to her same job, then I think we are being pretty chintzy.

25X1



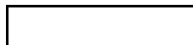
RI is in need of people to work on computers, and I'm assuming that is where they will put her.

25X1



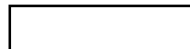
Well, paragraph 2 of Tom Karamessines' letter indicates there is no operational need for continuing her services inasmuch as a qualified replacement will be available. I think Bertha asked if she was blocking somebody. I take it to mean, then, that the replacement would certainly not be hired at a 9 level.

25X1

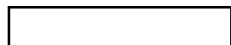


It probably means some Grade 8 that was going to get promoted, wouldn't get promoted.

25X1



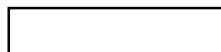
Of course, if you pay her \$9,000 you really can't put her on a GS-5 job, you have to put her on a job that equates with her present job.



They have grades 13 and 14 who are reviewing dispatches down there and (picking up) ... for indexing. They have Area Division people every day going down to RID to pick up back stuff -- and those are pretty senior people. She wouldn't necessarily be placed on a GS-5 job.

25X1

Now, if there is a possibility that she would not get the contract, then I think we have to look at it from the point of view of hardship.



The woman may not know that until it's too late.

25X1

MR. SEELY: If it's a matter of blocking the progress of somebody else -- one of the criteria which was adopted by this Board some time ago in extensions was that the individual had to be performing satisfactory work, had to

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be needed, and should not be blocking the career progress of somebody else.

Now this case doesn't meet those criteria.

. . . [] withdrew from the meeting 25X1
at this point . . .

[] Well, Gresh, I don't know -- you would have to 25X1
address yourself to that in terms of is she truly blocking progression--

25X1 [] I'd have to ask [] about that. As 25X1
I say, it hasn't come up, but he would normally promote some other promising
individual down there.

[] I might add that it's probably a good idea to always 25X1
include a statement whether or not they're blocking anybody's progress--

MR. SEELY: And whether or not the individual is in a hard to
replace category. This girl doesn't fit that.

25X1 [] Well, Gresh has said they are shy [] people down 25X1
there right now.

MR. SEELY: Yet they say they have a replacement for her.

[] The shortage is in the lower grades. They 25X1
may have a shortage in the analytical part of it, too -- the young people coming
into the Analysis Section - the (present) CT's.

[] We have shut that off. 25X1
[] If that has been shut off and this girl could go
into an analytical job, that raises a different question.

25X1 [] If the Board would prefer, I can go back to [] 25X1

25X1 [] and get these answers.

[] Time is running out, and, to me, this woman is a 25X1
widow and her salary is her only source of income--

[] since these cases won't go to 25X1
the Director anyway until the end of the month, we could postpone it until the
June 20th meeting.

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[] I can get the additional data you need for the 25X1
next meeting. 25X1

[] Okay.

Can we jump to No. 7 - [] This is a 31 25X1
July scheduled retirement.

[] I would say in the interest of the service I'd 25X1
move that we extend him that six months. 25X1

[] He is asking only for six months.
Second.
The Director of NPIC is asking for it.
es, the Director is making a very strong pitch
in this case -- it is Civil Service -- and he's only asking to go to 60 and a half
years of age. He certainly has plenty of service - 33 years in the Government.
And it does seem to me to be an operational necessity case. 25X1

[] He himself hasn't requested it at all -- but he
has agreed to it.

MR. WARNER: How can you turn it down?

25X1

[] : You can't.
Do I have a second to the recommendation?

MR. SEELY: Second.

. . . This motion was then passed . . .

MR. SEELY: I think we could knock off No. 6 very rapidly, since
it falls within the D/Pers authority -- 25X1

[] Yes, to extend one month.

Okay.

No. 8, [] Office of Security, a GS-5. 25X1

[] : I move we extend. Key punch operators are 25X1
very difficult to come by. And on the grounds of needs of the service.

[] So your whole difference here, really, is based 25X1

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on not blocking progression - right?

[] I think it's the needs of the service, since we
have a difficult time getting keypunch operators. 25X1

[] Okay. 25X1

[] Discussion? They are putting this on kind 25X1
of a hardship basis -- and I wonder what we are going to do on 22 November 1969,
or shortly before, when this person comes in and says - "I've only got an annuity
of \$1600 a year" -- in the winter of '69 it isn't going to be as easy for her to
get another job as it is right now.

[] My answer is, I agree with you, the Board probably 25X1
will -- whether you or I will be here or not -- will have to go through this again.
I don't know what the circumstances will be a year from now. But she is getting
a 16 month extension, which is a very significant one.

[] I don't read this as hardship. She hasn't 25X1
said so. She said she would like to stay on to complete 15 years. She might
have a quarter of a million dollars on the side. She just wants to stay on to
complete 15 years.

[] But to me we're doing it on the basis that she's in 25X1
a hard to get category, she's not blocking anybody, and a strong request from
her component.

MR. SEELY: I don't see her request here.

[] There isn't any. 25X1

MR. SEELY: Did she say anything about hardship in her request?

25X1 [] Keypunch operators may be hard to get, but
it seems to me it wouldn't be difficult to train somebody--

[] If you could get somebody who would be willing to 25X1
be trained.

[] If the Agency is going to participate in 25X1
...(inaudible)... take Vietnam veterans and give them a job
while we continue their training or are we not?

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[] it sounds great, but that program applies 25X1
only to fellows who have finished highschool and have less than two years of
college, and there are darn few men who have finished highschool who would
want to sit down to a keypunch machine. It's really a dull job. I really don't
think it would be very successful for that group of people.

[] GS-4's and below? 25X1
But keypunch operating is a backbreaking
job, and it's for when a person can't do anything else they teach them to keypunch.
This has always been a headache, whether in the Office of Security--

[] We had only one such slot and we had a different 25X1
person in it every two months.

[] And this girl has been staying right on it for 25X1
a long time. I could even extend this girl one more month to take her up to
January 1970 so she could get the income tax saving. She wanted until the
end of the year - until December -- but I think if we extend her, let's extend
her one more month -- and if she is poor, and her retirement is going to be
that little, give her the tax benefit. 25X1

[] Her tax benefit would be pretty insignificant.
[] You shouldn't give her any more than was asked
for.

[] Right, and if at the end of that time they want to 25X1
ask for 30 days-- Okay. Is there a second to the motion?

[] I second the motion that we extend to the date 25X1
requested here.

. . . This motion was then carried . . .

25X1 [] Case No. 9 - [] -- again, Civil Service -- 25X1
GS-7 -- she is 62 years old, with 27 years of service -- and she is asking
for a five month extension.

[] Isn't TSD asking for her? 25X1
Yes. If you read this one you will see that

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Gottlieb is making quite a pitch for her. She started it going saying - "Any action that may be taken on my behalf will be greatly appreciated." And he says five months and no further extension will be requested. This girl works [] - and they're pointing out it's tough enough to get girls but to get girls willing to work [] has been extremely difficult -- and they're really asking for five more months to try and find one. It is expressed more in terms that she has evidenced her willingness to continue in service. And in this case the DD/P is recommending favorable consideration -- they're not taking a neutral position. And again, it will bring her to the end of the year for tax purposes.

25X1

25X1

Do we have any discussion? or a recommendation?

MR. WARNER: How can you turn it down?

25X1

[] I don't see how we can turn it down.

I move she be extended until []

25X1

MR. SEELY: Second.

. . . This motion was then passed . . .

[] These last two are the reason I made the little announcement before the meeting started, because from a selfish viewpoint I sort of hate to see some of these girls move out this year. This one is [] -- another Civil Service case -- she will be 62 years old in July -- she has 21 years of service -- she's asking for a one year extension -- and the DD/P is again neutral on this one.

25X1

25X1

[] This is a somewhat similar case to the earlier one, Harry.

25X1

[] The only real difference being she is a Grade 6. And EUR Division says she would block a slot in EUR. On the other hand, RID would be very happy to have her tomorrow -- she's in that category of clerk-typist -- either as a GS-6 or on contract, either way, they can handle her without any difficulty, and, as a matter of fact, would

25X1

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be glad to have her.

[] This woman's financial situation is a little sadder--
[] I would say much sadder than the other one.

25X1

MR. SEELY: Nevertheless, I think it should not be granted,
because she does have an alternative and she is specifically blocking the
progress of someone else.

MR. WARNER: [] just said they would take her
in RID.

25X1

[] Yes, that is true in the Division she's in now,
but RID has vacancies pretty much all the way up the ladder.

25X1

MR. SEELY: Oh, you mean extend her but with the understanding
that she is going to move out of that shop?

[] Oh yes.

25X1

MR. SEELY: She still has an alternative as contract.

[] That is true.

25X1

MR. WARNER: What is so magic about a contract? You've got
vacant slots in RID, so why put her on contract?

25X1

[] Well, actually, John, as you know, we in the
DD/P have a ceiling problem. We purposely cut down ... (inaudible) ...
to bring it down by the end of the fiscal year. We recently have run into
more and more trouble in getting approval to hire retired annuitants -- I mean,
Col. White doesn't like the idea of going through an awful lot of paper work --
so we're kind of getting gun shy about submitting these requests.

25X1

MR. WARNER: But in view of what [] said earlier --
and what you have said -- this seems like a pretty good case.

MR. SEELY: To you.

MR. WARNER: To me, yes. I can't speak for you all.

25X1

[] All I have on my notes here on this []

25X1

case is: DD/P neutral -- compassionate approval.

[] I don't think this Board should be trying to

25X1

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solve the problems of the Director of Personnel. If the D/Pers can't do his recruiting, I don't think this Board ought to help him.

MR. WARNER: But this Board ought not be blind, either.

MR. SEELY: Let's make sure we are not inconsistent between our decision on the [] case and this one. 25X1

[] was a Grade 9. 25X1

MR. WARNER: But that case was deferred.

[] And the distinction there being that she wasn't 25X1 quite in the clerical category. Even the Director has indicated there would be exceptions to this rule. But he has given us this rule, and not only that, has suggested that we be rather discriminating in the ones that we push.

25X1 [] In the [] case she is going to get \$380 25X1 a month if she retires right now, and she has at least \$20,000 or more on the outside, so if somebody gave her 4% on that she would get another \$80.00 -- 25X1 and she has no debts. [] would get \$230, as against the \$380, and she has about \$9,000, and that is all she's got -- and she has about \$1700 in debts. So that on the grounds of hardship you can draw the distinction between the two cases very easily. That is why I say when things are set out like this you can come to these conclusions. You have one girl making over \$450 - or \$470 a month, and the other one making about \$250 a month -- and that is a pretty big difference.

[] Alan, I admit that the final decision was to include 25X1 all people in this new retirement policy, but there was considerable discussion about whether we shouldn't automatically block out the lower grades and say they are not a part of it. I think there has always been an indication we look a little differently at these girls - the GS-5's, GS-6's and GS-7's.

[] But that isn't what the policy said. We had a 25X1 lot of discussion but it was ruled against.

[] It's easier to make an exception to policy than to 25X1 write them out of it and then have no ability to get rid of them if you want to. And

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I think that probably was a good judgment. I do say she's in a hard to get category, and she wants to stay on, and I'd find it hard to vote against it.

requests. I move she be extended for the year that she 25X1
Do we have a second to that motion?
: Second.
Any nays?
: One nay.

. . . This motion was then passed, with only 25X1

expressing a dissenting vote . . . 25X1

No. 6, 25X1
Recommend approval.

. . . This motion was then seconded and passed . . .

25X1 I move we accept request for 25X1
extension for five months. 25X1

one. I don't agree -- and I think it's a very controversial
Let's defer it until the next meeting.
s a second extension --
And there was a clear understanding when he
came to this Board for the first one--

Not only that, Mike, but just think about it for a 25X1
second -- when you bring a man back for five months, what does he do? He
can't be gainfully employed. He walks the halls for five months. We gave
him an extension of one year plus, and he had 45 days when his tour ended -- and
that seems reasonable. Let's talk about his case at our next meeting.

. . . The Board adjourned at 3:25 p.m. . . .